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Federal Agency and Organization Element to Which Report is Submitted:	4900
Federal Grant or Other Identifying Number Assigned by Agency:	1629889
Project Title:	ADVANCE Institutional Transformation at Florida International University
PD/PI Name:	Kenneth G Furton, Principal Investigator Yesim N Darici, Co-Principal Investigator Michael Heithaus, Co-Principal Investigator Ranu Jung, Co-Principal Investigator Suzanna M Rose, Co-Principal Investigator
Recipient Organization:	Florida International University
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Accomplishments

* What are the major goals of the project?

The overarching goal of FIU ADVANCE is to develop institutional structures, processes, and climate that build an affirming and fair workplace for women and underrepresented groups at Florida International University. Four main objectives guide FIU ADVANCE's efforts to accomplish this goal:

1. **Attract, recruit, retain, and promote** more women STEM faculty, particularly underrepresented minority (URM) women, to provide more congruence with the demographics of the FIU student body.
2. **Educate** faculty about gender-by-ethnic biases and microclimates that affect the advancement of women.
3. **Move faculty from insight to action** to promote gender equity using the Bystander Leadership Program, an evidence-based intervention program.
4. **Develop the Advance Florida Network** for women STEM faculty and postdoctoral fellows from FIU, University of Central Florida (UCF), and University of South Florida (USF).

FIU ADVANCE's initiatives are intended to create a faculty-based social system that acts proactively to enhance a culture of inclusion for all faculty at FIU as well as to advance women and underrepresented minority faculty, particularly within STEM and the Social and Behavior Sciences (SBS). Our activities fall within four main categories:

1. Behavioral Intervention Projects
2. Recruitment and Advancement
3. Policies/Procedures Review
4. ADVANCE Florida Network

* What was accomplished under these goals and objectives (you must provide information for at least one of the 4 categories below)?

Major Activities: Major Activities (8000 characters):

1. FIU ADVANCE's first goal is to **increase the number of tenure-line women** in STEM. From the baseline year (2015) to the present, the percentage of women in STEM increased from 18% to 20%. For STEM women of color, the percentage increased from 1.5% to 2.5%. Although these gains are modest, they are in the right direction. FIU ADVANCE's initiatives are intended to create a peer-based faculty social system that acts proactively to **enhance a culture of inclusion** for all faculty at FIU as well as to advance women and underrepresented minority faculty,

particularly within STEM and the Social and Behavior Sciences (SBS). Our activities fall within four main categories:

1. Behavioral Intervention Projects
2. Recruitment and Advancement
3. Policies/Procedures Review and Improvements
4. ADVANCE Florida Network

2.1 Behavioral Intervention Project and Social Science Study 2 (SSS#2): Bystander Leadership Program (formerly Deep Change Program)

The Bystander Leadership Program (BLP) is the signature program of FIU ADVANCE's new initiatives. It was designed as an educational, interactive, behavioral skills training program for faculty. It was developed, pilot tested and conducted as both a research project (Years 2-3) and as an educational program for STEM and Social and Behavioral Science (SBS) faculty (Years 2-5).

Bystander is intended to move faculty participants from "insight" to "action" to address observed or anticipated instances of gender and race bias and discrimination among faculty. The program raises awareness about the interplay between power, privilege, and bias often experienced by women and minorities. It also provides practice in using a toolkit of intervention responses and actions in response to situations of bias. The program is intended to develop a social system at FIU that supports and institutionalizes positive change among faculty in three key areas:

1. Demonstrating greater appreciation for diversity and a reduction in prejudicial attitudes
2. Greater knowledge of and confidence in using prosocial intervention skills and strategies
3. Increasing diversity-affirming behaviors

SIGNIFICANT RESULTS OF BYSTANDER INTERVENTION (SSS#2)

As of March 2020, 345 faculty (161 women and 183 men) and 11 guests from other universities participated in one of 17 workshops offered since 2017. This is approximately 40% of STEM and SBS faculty, the ADVANCE "tipping point" goal to achieve culture change at FIU.

Of those attending, 208 tenure-line STEM and SBS faculty (78 female and 130 male) were included in the research study. An additional 74 faculty participated in the control group for the research study. Two Bystander follow-up booster sessions also were offered, with 144 attending.

Preliminary results comparing a pre-test with the results from a three-month follow-up survey indicated the Bystander group shown significant changes compared to the comparison group in terms of self-reported items including: Awareness of subtle gender/ethnicity bias in one's environment, Awareness of gender/ethnicity bias in one's discipline, As well as Confidence in being able to enact gender/ethnic equity interventions and engaging in such actions on a regular basis.

- Extensive comments in response to open-ended questions included on the three-month follow-up survey also show a positive effect:
 - "I think ALL faculty would really benefit from this kind of training program to help them understand various biases."
 - "More than one person [in my department] has participated in the bystander training program which I believe has led to a very responsibly written diversity plan."

The FIU ADVANCE Bystander Leadership Program was named the winner of the 2020 Council for Advancement and Support of Education Platinum Award in the category of Best Practices in Diversity Programming. Bystander has also drawn attention from other ADVANCE programs and universities.

A manuscript describing the development and implementation of the Bystander Leadership Program is under review by the Oregon State University ADVANCE journal for the 20th anniversary of ADVANCE issue. See Appendix A.

2.2 Policies and Procedures Review (3 levels: DEI Plans, Policy Actions, and Salary Equity)

2.2.A. College and Departmental Diversity, Equity, and Inclusion (DEI) Plans

The diversity and inclusion plans are guided by two key goals: to increase the representation of faculty from historically underrepresented groups (URGs), such as women in STEM and African-American and Hispanic-American faculty in all fields; and to enhance the institutional climate to attract and retain women and underrepresented groups at the faculty and doctoral student level. Deans and Chairs will be accountable for meeting planned goals.

Deans from six of eleven Colleges and the 48 departments within those colleges have DEI plans, including the Colleges of Communication, Architecture + the Arts; Arts, Sciences, & Education; Engineering & Computing; Business; International and Public Affairs; and Public Health and Social Work. Certain aspects of FIU ADVANCE were required to be in departmental plans, including participation in the Bystander Leadership Program, STRIDE hiring workshops, and the Diversity Advocate Program. Departments also may choose from among 60 DEI actions and metrics provided by AWED. (See Appendix B for DEI actions and metrics.)

During 2020-2021, Year 3 of the DEI project, departments revised and tracked their goals and submitted reports that will be reviewed by AWED and returned with suggestions for 2021-2022.

SIGNIFICANT RESULTS OF DEI

- Six of eleven Deans have a College DEI plan in place.
- A total of 48 departments in six colleges have DEI plans. Annual reports for 2019-2020 have been submitted by 46 departments.
- Deans from the remaining five colleges that do not have DEI plans will be asked to develop those during 2020-2021. Those colleges include Medicine, Nursing and Health Sciences, Law, and Hospitality.
- This project is in the early stages and the data have not been aggregated yet, but based on individual meetings with most departmental chairs, the project is being taken seriously by the majority of chairs and departments.

2.2. B. New Policy and Procedures Actions

- Due to procedural violations occurring during the tenure and promotion process, Academic Affairs has revised the Tenure & Promotion Manual to require that all members of College-level T&P committees and all Chairs and Deans attend a STRIDE for Tenure and Promotion workshop beginning in Fall 2020. 171 faculty attended.
- This program was featured in the Chronicle of Higher Education report on Diversifying your campus: key insights and models for change, P. 87-88: Fighting bias in the tenure process. See appendix C.

2.2.C. Salary Equity Program

- AWED made 27 salary equity adjustments (value = \$100,000) in for 2020-2021, including adjustments for under-represented minority faculty.
 1. To date, 99 salary adjustments have been made.

2. 3. Social Science Study 1 (SSS#1): Microclimate Project

The Microclimate Project is designed as both an ADVANCE project and as a research project to explore the complexity of how a multiethnic cultural climate within FIU STEM departments affects the recruitment and advancement of women in STEM, particularly Hispanic-American and African-American women faculty.

The term "microclimate" refers to local social climates within a department that may differ from the larger organizational climate. The Microclimate project studies the faculty dynamics within FIU's STEM departments to achieve two aims:

1. To explore the intersection of ethnic/race/national origin biases and the role they play in creating departmental microclimates that affect power, status and decision-making.
2. To understand the impact of departmental microclimates for advancing women in STEM, particularly underrepresented minority women (URMs).
- 3.

Specific Objectives:

1. Behavioral Intervention Projects

Interactive Theater

The Interactive Theater Project (ITP) is an integral part of FIU ADVANCE's aim to develop an affirming and respectful approach to education around sensitive topics such as ethnic and gender biases. Interactive Theater has been incorporated into the design of the proposed Bystander Intervention Project.

2. ADVANCE Florida Network (AFN)

AFN provides mentoring, networking, collaboration, and professional opportunities to tenured and tenure-track STEM women faculty and STEM women postdoctoral fellows among the three urban public research universities that comprise the Florida Consortium of Metropolitan Research Universities: Florida International University (FIU), University of Central Florida (UCF), and University of South Florida (USF). The goal of the AFN is to encourage

collaboration and the sharing of information and resources in the areas of recruitment, promotion, retention, and leadership for women.

- The total number of participants since the program's start in 2016 is 41.

Table 1. AFN-WISS awardees listed by rank from Year 1 to Year 4

	T/TT Post-Doctoral Fellow		Total
FIU	12	5	17
UCF	9	5	14
USF	7	3	10
TOTAL	28	13	41

- The program was put on hiatus during Year 5, due to the pandemic's travel restrictions. The table below provides the number of awardees for the previous year.

Table 1. AFN-WISS awardees listed by rank for Year 4

	T/TT Post-Doctoral Fellow		Total
FIU	3	1	4
UCF	4	1	5
USF	2	1	3
TOTAL	9	3	12

3. Recruitment and Advancement

3. A. Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee

To recruit, retain and promote more women and minority faculty at FIU, this year STRIDE offered several levels of STRIDE workshops to address the issue of gender and race bias in evaluations:

- STRIDE for hiring/faculty recruitment workshop: provide background information and concrete advice about practices that make searches more successful (in producing diverse candidate pools and hiring candidates).
- STRIDE Diversity Advocate workshop: This project was initiated as a pilot project during 2018-2019, and is now a permanent feature of AWED search committee training, beginning Fall 2020. One member of each search committee will be recommended by AWED to attend this advanced recruitment workshop. DAs must first have attended the STRIDE Hiring workshop.
- STRIDE Tenure and Promotion Workshop: New requirement that begin in Fall 2020 and is now part of the Tenure and Promotion guidelines. All College Tenure and Promotion Committee members, Department Chairs, and Deans must attend the T&P workshop in 2020-2021 and once every five years. New committee members, department chairs and deans should attend in their first year of appointment.
- STRIDE Hiring Leaders Workshop: (Dean and above). Required for all upper-administration search committee members.

3. B. Leadership Programs for Faculty and Chairs

3.B.1 Faculty Programs

FIU ADVANCE's main vehicle for leadership training for women is the FIU annual **Women Faculty Leadership Institute (WFLI)** that has been successfully offering leadership training, faculty development, and networking opportunities to women faculty since 2011. The Institute is focused on skills training, networking, and identifying strategies to improve FIU's institutional climate.

3.B.2. AWED Faculty Fellows Program and Senior Personnel

The Faculty Fellows Program was launched in fall 2017. Provost Kenneth G. Furton has committed ongoing institutional support for the Office to Advance Women, Equity & Diversity (AWED) for this program. Eleven faculty members served as AWED Faculty Fellows to contribute to ADVANCE projects and receive administrative experience and mentorship, including:

1. Tawia Ansah, Professor, Law
2. Isaac Burt, Associate Professor, Counseling, Recreation and School Psychology
3. Xuan Jiang, Faculty Administrator and Assistant Director, Center for Excellence in Writing
4. Jason Liu, Eminent Scholar, School of Computing and Information Sciences
5. Rene Price, Professor, Earth and Environment; Center for Aquatic Chemistry and the Environment
6. Sharan Ramaswamy, Associate Professor, Biomedical Engineering/Biomedical Sciences Institute
7. Eloisa Rodriguez-Dod, Associate Dean for Academic Affairs; Professor, Law (also an Equity Advisor)
8. Caroline Simpson, Professor, Physics (also an Equity Advisor)
9. Debra VanderMeer, Knight Ridder Center Research Fellow; Professor, Department of Information Systems and Business Analytics (also an Equity Advisor)
10. Maria Elena Villar, Associate Professor, Communication; Co-Director, Steven Cruz Institute for Media, Science Technology (also an Equity Advisor)
11. Carleen Vincent-Robinson, Associate Teaching Professor and Associate Chair, Department of Criminal Justice (also an Equity Advisor)

An additional four faculty serve as Senior Personnel on the ADVANCE grant and participate on the STRIDE and/or Bystander Facilitation teams.

1. Stephen Charman, Associate Professor, Psychology
2. Lei Guo, Associate Professor, Physics
3. Pete Markowitz, Professor, Physics
4. Michael Yawney, Associate Professor, Theatre

3.B.3. Diversity Mentor Professorships

The Diversity Mentor Professorship (DMP) program is a special initiative launched in 2017-2018 to recruit excellent research scientists with a history and commitment to the mentorship of women students and students from domestic URM populations. The program was expanded in 2020-2021 to add 7 faculty positions for the recruitment of Black faculty, discipline-open.

4. Faculty Mentor Program

The FIU Faculty Mentor Program (FMP) is in its tenth successful year. The program is offered to all faculty ranks, including tenure-line, research, clinical, and instructors. FMP includes one-on-one mentoring, mentor training, networking events, and structured skills-training presentations related to enhancing faculty productivity. Overall, the FMP has offered deep learning and mentoring opportunities to more than 600 unique participants. For 2020-2021, there were 93 mentee-mentor pairs (N=186 faculty).

5. CASE Distinguished Postdoctoral Program

-

This is a program that arose from the CASE Diversity and Inclusion Plan, and is starting its third year. Caroline Simpson, CASE Equity Advisor, chaired the selection committee, which consisted of one or two faculty from each CASE department. Because these positions are funded by the university and not by grants, the postdoc has a faculty mentor but is free to conduct their own research and to apply for grants as PI. The program is intended to attract women and URGs and provide a "path to the professoriate." If the fellows are successful during their appointment at FIU, they will be offered a tenure-earning position.

Significant Results:

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3.B.3 Departmental Chairs

The June 2020 Chairs' Leadership Retreat was attended by 48 Chairs and Directors. Suzanna Rose and Kirsten Wood (AWED Associate Director) presented case studies concerning gender and other issues related to conducting faculty evaluations in the COVID era.

4. Faculty Mentor Program

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1. **Behavioral Intervention Projects**

Key outcomes or Other achievements:

AWED Theater is a FIU-branded theater unit under the direction of Creative Director Jeffrey Steiger, who also has written the original scripts for AWED Theater as part of his commitment to FIU ADVANCE. The productions may be scheduled by other universities and professional associations.

AWED Theater performed two Bystander Booster Sessions for Bystander alumni, featuring "On the Line," a live, streaming performance and workshop that interactively engaged participants on ways they could mitigate bias and promote equity in tenure and promotion practices.

- AWED Theater also was performed at five universities for a fee, generating some funds for AWED. List universities –
- September 2020
 - University of Massachusetts-Amherst
 - New World Symphony
 - Michigan Technological University
- October 2020
 - FIU Modern Languages
- November 2020
 - Michigan Technological University
- February 2021
 - University of Massachusetts-Amherst
- April 2021
 - FIU Bystander Booster Session 1&2
 - Wayne State

2. ADVANCE Florida Network

Since its inception, participants continue to display overall positive feedback and satisfaction for the AFN-WISS program: all found the visits to the other institutions to be very useful and reported being very satisfied with the AFN-WISS program overall (M=7.0, 7-point scale, 7= very satisfied).

Postdoctoral fellows especially appreciated the AFN format, which is similar to a faculty interview, thus providing participants with a type of mock faculty interview. This was very helpful preparation for those seeking faculty positions. UCF, however, declined to participate during the COVID era and the program was suspended.

3. Recruitment and Advancement

3. A STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee)

STRIDE Hiring Workshops. There have been over 700 unique participants to date, with 413 faculty members participating in 2020-2021. STRIDE workshops were extremely well received by attendees with 87% of participants rating them as effective in helping them understand the benefits of having a diverse faculty, the role of stereotypes in career advancement, and in finding solutions for these issues.

The **Diversity Advocate Program.** A total of 140 DAs have been trained thus far. Each tenure-track faculty Search and Screen Committee (SSC) in the Colleges of Arts, Sciences, and Education (CASE), the School for International and Public Affairs (SIPA), and the College of Engineering and Computing (CEC) was required to have one member trained as a DA.

STRIDE T&P Workshop. All members of College T&P committees, Chairs, and Deans were required to attend the T&P workshop in 2020-2021 and once every five years. This new requirement began in Fall 2020; it is now part of the Tenure and Promotion guidelines.

3.B. Leadership Programs for Faculty and Chairs

3.B.1 WFLI: Annual Women Faculty Leadership Institute

This year's WFLI was held as a webinar due to the coronavirus outbreak. Keynote speakers Dr. Nicole T. Buchanan and Isis Settles spoke on the ways scholarly devaluation may act as a barrier to the number, retention, and advancement of underrepresented racial minority (URM) faculty in the academy, as it leads to their research, teaching, and scholarly identity being diminished, seen as illegitimate and lacking merit. Four FIU faculty also participated on a panel concerning the same topic. Almost 100 women faculty attended the webinar. The webinar is available at this link: <https://youtu.be/28QsZhtybQM>

3.B.2 AWED Faculty Fellows and Senior Personnel

Several of the faculty that have served in AWED have assumed other leadership positions as well in addition to continuing to work with AWED or moved onto new roles. For example:

- Isaac Burt, Caroline Simpson, and Kirsten Wood are all AWED Associate Directors. Pete Markowitz is now Associate Dean of the Honor's College.

Equity Advisor (EA) program

Implemented as a way to add administrative support in each college to reinforce the sustainability of FIU ADVANCE goals, EAs are a senior faculty member in the College who works with the College administration, Chairs, and AWED to implement and oversee the policies and procedures recommended by AWED as part of the ADVANCE grant. The 2020-2021 EAs were:

1. Cheryl Holder, Interim Associate Dean for Diversity, Equity, Inclusivity, and Community Initiatives; Associate Professor, Humanities, Health and Society, for HWCOM
2. Anthony McGoron, Associate Dean for Academic Affairs, for CEC
3. Eloisa Rodriguez-Dod, Associate Dean for Academic Affairs; Professor, Law
4. Caroline Simpson, Professor, Physics, for CASE
5. Debra VanderMeer, Knight Ridder Center Research Fellow; Professor, Department of Information Systems and Business Analytics, for COB
6. Maria Elena Villar, Associate Professor, Communication; Co-Director, Steven Cruz Institute for Media, Science Technology, for CARTA
7. Carleen Vincent-Robinson, Associate Teaching Professor and Associate Chair, Department of Criminal Justice, for SIPA

CASE has made the Equity Advisor position a permanent feature in the College. The CASE EA is a half-time AY appointment and includes a full summer salary.

1. Faculty Mentor Program

FMP currently serves faculty in all colleges, with 186 faculty participating as mentors and mentees in 2020-2021. The 2021 Tenure & Promotion Workshop had over 100 attendees. Events were held on topics including commercializing research, intellectual property, identifying, countering and eliminating microaggressions in higher research, mentoring graduate students, and summer research.

In a 2020 Harvard COACHE survey, mentoring was one of FIU's areas of strengths, meaning FIU scored in the top 30% of the cohort (110 partners) and scored first or second among a selected group of five comparison institutions. Since the program began in 2011-2012, faculty satisfaction with mentoring at FIU increased substantially and has exceeded that of peer cohorts on the last three Harvard COACHE surveys (2014, 2017, 2020).

CASE Distinguished Doctoral Program

A Black Hispanic man is the first distinguished postdoc to be offered a position; he will begin as an assistant professor of Biological Sciences in Fall 2020. Another six postdoctoral fellows are in the pipeline for possible transition to tenure-earning positions.

COACHE Results

FIU had 19 areas of strength (first or second among peers and in top 30% of the cohort) out of 25 benchmarks, and just one area of concern (in 2017, FIU had five areas of strength and two areas of concern).

- 84.7% of faculty who responded indicated they were aware of the Provost's commitment to faculty diversity, inclusion and equity through AWED.
- 61.4% of faculty reported that they engaged in programs offered by AWED/FIU ADVANCE over the past year.
- 61% were aware of FIU's programs to retain underrepresented minority faculty (e.g., Faculty Mentor Program, In Search of Solidarity networking events)
- 71% were aware of FIU's programs to prepare women faculty for leadership positions (e.g., AWED Women Faculty Leadership Institute, AWED Faculty Fellowships, ACE Women's Network of Florida, ELEP). Did not have room to upload COACHE infographics.
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* What opportunities for training and professional development has the project provided?

1. STRIDE Committee -- provides faculty with the opportunity to become institutional experts on unconscious bias and diversity issues. See also the earlier section on AWED Faculty Fellows Program and Senior Personnel.
2. STRIDE Workshops -- educates individual faculty in best hiring practices; encourages all faculty to take a leadership role to achieve inclusive excellence.
3. Diversity Advocate Program -- provides further guidance for faculty members in search and screen recruitment efforts and evaluation best practices.
4. Bystander Committee -- provides faculty facilitators with in-depth knowledge of and experience with behavioral change training.
5. Bystander Leadership Program (BLP) -- About 362 faculty participated in the workshops so far and have practiced concrete methods of intervening in instances of gender or racial bias and to increase inclusiveness of women and URM faculty.
6. FIU Women Faculty Leadership Institute (WFLI) - The annual Women Faculty Leadership Institute has been successfully offering leadership training, faculty development, and networking opportunities to women faculty since 2011. WFLI is focused on skills training, networking, and identifying strategies to improve FIU's institutional climate.
7. Chairs' Leadership Retreat - The 1-2 day retreat addresses topics such as improving departmental climate, faculty equity, conflict resolution, leadership strategies, and faculty governance structures.
8. AWED Faculty Fellows Program - The Faculty Fellows Program was launched in 2017-2018. Faculty members fill half-time positions with AWED, where they contribute to ADVANCE/AWED projects and receive administrative experience and mentorship.
9. Faculty Mentor Program (FMP). FMP serves all faculty in all colleges, with 186 faculty participating in 2020-2021. FMP offerings include mentoring events, workshops, and talks on topics such as grant writing, publishing, and mentoring diverse students.

* Have the results been disseminated to communities of interest? If so, please provide details.

Since the first year of FIU ADVANCE, we have promoted grant activities widely in a variety of print and electronic modes, and through direct engagement with FIU leadership. These communication efforts have reached diverse audiences at FIU, universities throughout Florida, other ADVANCE institutions, and the broader scientific community.

The PI, Co-PIs, and Project Team have continued to engage in numerous communication and dissemination activities, including

- Articles about various FIU ADVANCE staff/initiatives, such as Destination FIU, have been published in FIU News, the university's official news site.
- Articles about faculty or ADVANCE projects were written for AWED news.
- AWED/FIU ADVANCE was featured in the February 2021 edition of *AAC&U News*, the monthly newsletter of the American Association of Colleges & Universities that goes out to more than 50,000 educators.
- STRIDE Tenure & Promotion Workshops were featured in *The Chronicle's* report "Diversifying Your Campus," which examined key questions surrounding the lack of racial diversity in the academic workforce and shares key insights from campus leaders who made changes to the status quo.
- AWED/FIU ADVANCE was featured in the January 2021 edition of *Currents: CASE Magazine* as a platinum winner in diversity programming
- Suzanna Rose was featured in an interview for *America's Women Magazine: Miami Edition*
- *AWED Theater* was featured in an *EdSurge* article on how colleges use theater to change campus culture.
- Video about the webinar on COVID's impact on women in higher education was part of the 2021 STEM for All Video Showcase and received 438 views from 181 visits and 148 visitors from 81 locations. Rose, S. M. & Steiger, J. (May 2020). [AWED Theater: Exploring race and gender issues through theater](#). NSF STEM for All Video Showcase: Innovations in STEM Education.
- A LinkedIn page was created for the Office to Advance Women, Equity & Diversity.
- The AWED Twitter page averaged 15 thousand impressions a month, and an engagement rate of 1.2%. According to 2018 industry benchmarks, the median Twitter engagement rate across every industry is .046%.

A full list of communication and dissemination activities is attached in Appendix F

: Communication and Dissemination Activities.

In addition to the above communication activities, we have focused our dissemination efforts on engaging university leadership in the FIU ADVANCE goals and initiatives. By engaging these stakeholders at FIU, we can increase knowledge of and commitment to FIU ADVANCE.

- The External Advisory Board met via video conference call in April 2021. The Board is comprised of six representatives from other institutions that have had ADVANCE grants and/or implemented programs with similar goals.
- The Internal Advisory Board met once in Fall 2019. The Spring 2020 meeting was canceled due to COVID-19.
- We have continued to educate the Deans' Advisory Council, the Chairs Advisory Council (all FIU department chairs), Bystander Intervention Program facilitators, and STRIDE members on all grant activities.

*** What do you plan to do during the next reporting period to accomplish the goals?**

Since the first year of FIU ADVANCE, we have promoted grant activities widely in a variety of print and electronic modes, and through direct engagement with FIU leadership. These communication efforts have reached diverse audiences at FIU, universities throughout Florida, other ADVANCE institutions, and the broader scientific community.

A full list of communication and dissemination activities is attached in Appendix E: Communication and Dissemination Activities.

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Supporting Files

Filename	Description	Uploaded By	Uploaded On
FIU Departmental Diversity Plan checklist with metrics--60 items.pdf	Appendix B. Departmental diversity plan metrics and reporting form.	Suzanna Rose	08/31/2021
Oregon State journal Bystander submission.pdf	Appendix A. Manuscript submitted for review for Oregon State ADVANCE journal concerning Bystander development and implementation.	Suzanna Rose	08/31/2021
2021-Brown-Chronicle Report-DiversifyingYourCampus.pdf	Appendix C STRIDE Tenure & Promotion Workshops were featured in The Chronicle's report "Diversifying Your Campus," (pp. 87-88).	Suzanna Rose	09/01/2021
2021-AACU re AWED-FIU.pdf	Appendix D:AWED/FIU ADVANCE was featured in the February 2021 edition of AAC&U News, the monthly newsletter of the American Association of Colleges & Universities that goes out to more than 50,000 educators.	Suzanna Rose	09/01/2021

Products

Books

Book Chapters

Inventions

Journals or Juried Conference Papers

Fernandez, Sofia B. PhD, MSW; Clarke, Rachel D. PhD, CHES; Sheehan, Diana M. PhD, MPH; Trepka, Mary Jo MD, MSPH; Rose, Suzanna M. (2020). Perceptual Facilitators for and Barriers to Career Progression for women in health sciences.. *Academic Medicine*. Decembe . Status = PUBLISHED; Acknowledgment of Federal Support = No ; Peer Reviewed = Yes ; DOI: 10.1097/ACM.0000000000003902

Rose, S.M., Farhangi, S., & Wood, K. (2021). Motivating Bystander Intervention to Reduce Bias in Faculty Interactions. *Oregon State ADVANCE journal/20th anniversary issue of ADVANCE program*.. . Status = UNDER_REVIEW; Acknowledgment of Federal Support = Yes ; Peer Reviewed = Yes

Rose, S.M., farhangi, S., Wood, K. (2021).). Bystander to Leader: Reducing Gender and Race Bias in the Academy .. *International Congress of Psychology*. . Status = ACCEPTED; Acknowledgment of Federal Support = Yes ; Peer Reviewed = Yes

Licenses

Other Conference Presentations / Papers

Garcia, A. & Silva-Cruz, C. (2019). *Engaging Audiences with Your NSF ADVANCE Projects*.. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Farhangi, S., Pankey, B., & King, B. (2019). *Exploring the intersectionalities of Transnational Faculty*.. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Simpson, C. (2019). *Hiring committee Diversity Advocates: A promising practice from FIU ADVANCE*.. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Rose, S.M., Farhangi, S. Wood, K., & Pankey, B. (2019). *Initial impact of the Bystander Leadership Workshop to reduce gender and race bias among faculty*.. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = ACCEPTED; Acknowledgement of Federal Support = Yes

Rose, S.M., Farhangi, Sanaz, Liu, Jason; & Ramaswamy, Sharan (2021). *Interseionality, international faculty, and inclusive excellence*.. Interseionality, international faculty, and inclusive excellence. Invited address for Women in Engineering ProActive Network. (WEPAN).. webinar. Status = OTHER; Acknowledgement of Federal Support = Yes

Rose, S.M., Wood, K., Markowitz, P. & Dellinger, K. (2019). *Motivating bystander intervention and interpersonal awareness with experiential learning*.. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Simpson, C. (2019). *My Life as a College Equity Advisor lightning talk*. NSF Advance Resource Network (ARC) Equity in STEM Community Convening Conference. Cleveland, OH. Status = OTHER; Acknowledgement of Federal Support = Yes

Other Products

invited talk.

2021-Rose, S.M. FIU ADVANCE Institutional Transformation FIU ADVANCE Institutional Transformation.

Invited address for National Science Foundation 20th anniversary ADVANCE webinar Series: Systemic changes in Minority-Serving Institutions.

Other Publications

Patent Applications

Technologies or Techniques

Thesis/Dissertations

Websites or Other Internet Sites

Supporting Files

Filename	Description	Uploaded By	Uploaded On
2020-Fernandez et al- Barriers_to_Career.Successfor women in health sciences.pdf	his study was conducted to elucidate influences at the individual, interpersonal, organizational, and societal levels that present as barriers to and facilitators for advancement in research careers for women, with the goal of promoting and retaining a more diverse leadership.	Suzanna Rose	09/01/2021
wepan pdf final.pdf	This research suggests: (a) that the demographic characteristics of departmental faculty may pose a possible barrier to hiring and retaining women of color in STEM, and (b) that ADVANCE communitieshould take into account and address the intersectionality of international men faculty when offering	Suzanna Rose	09/01/2021
20212-Dearo-NSF ADVANCE.pdf	describes the outcomes to date for FIU ADVANCE diversifying the faculty.	Suzanna Rose	09/01/2021
2021-Rose ICP presentation.pdf	Bystander to Leader: Reducing gender and race bias in the academy. The BLP utilizes case studies developed from interviews and focus groups of faculty in an interactive format to teach a five-step intervention strategy,.. Preliminary results are described.	Suzanna Rose	09/01/2021

Participants/Organizations

What individuals have worked on the project?

Name	Most Senior Project Role	Nearest Person Month Worked
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Name	Most Senior Project Role	Nearest Person Month Worked
Furton, Kenneth	PD/PI	0
Darici, Yesim	Co PD/PI	0
Heithaus, Michael	Co PD/PI	1
Jung, Ranu	Co PD/PI	1
Rose, Suzanna	Co PD/PI	10
Ansah, Tawia	Faculty	1
Blatt, Heather	Faculty	1
Burt, Isaac	Faculty	1
Charman, Stephen	Faculty	1
Farhangi, Sanaz	Faculty	12
Hollander, Suzanne	Faculty	1
King, Barbara	Faculty	2
Markowitz, Pete	Faculty	1
McGoron, Anthony	Faculty	1
Simpson, Caroline	Faculty	2
Wood, Kirsten	Faculty	2
Yawney, Michael	Faculty	1
Zwingel, Susanne	Faculty	1
Pankey, Brianna	Graduate Student (research assistant)	12
Valdes, Joanna	Graduate Student (research assistant)	9
Garcia, Ashley	Other	12
Silva-Cruz, Cinthya	Other	12

Full details of individuals who have worked on the project:

Kenneth G Furton

Email: furtonk@fiu.edu

Most Senior Project Role: PD/PI

Nearest Person Month Worked: 0

Contribution to the Project: Provides leadership and authority to ADVANCE to require faculty to attend inclusive excellence training. Financially supports ADVANCE activities.

Funding Support: none

Change in active other support: No

International Collaboration: No

International Travel: No

Yesim N Darici

Email: DARICIY@fiu.edu

Most Senior Project Role: Co PD/PI

Nearest Person Month Worked: 0

Contribution to the Project: None.

Funding Support: NOne

Change in active other support: No

International Collaboration: No

International Travel: No

Michael Heithaus

Email: heithaus@fiu.edu

Most Senior Project Role: Co PD/PI

Nearest Person Month Worked: 1

Contribution to the Project: Has been an active contributor to the project. Initiated Diversity Postdoc program including path to the professoriate. Supported the Mentor professor hires.

Funding Support: none

Change in active other support: No

International Collaboration: No

International Travel: No

Ranu Jung

Email: rjung@fiu.edu

Most Senior Project Role: Co PD/PI

Nearest Person Month Worked: 1

Contribution to the Project: Co-PI

Funding Support: FIU

Change in active other support: No

International Collaboration: No

International Travel: No

Suzanna M Rose

Email: srose@fiu.edu

Most Senior Project Role: Co PD/PI

Nearest Person Month Worked: 10

Contribution to the Project: lead researcher and grant administrator. Responsible for all projects

Funding Support: FIU

Change in active other support: No

International Collaboration: No

International Travel: No

Tawia Ansah

Email: tansah@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Faculty Fellow

Funding Support: Institution

International Collaboration: No

International Travel: No

Heather Blatt

Email: hblatt@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Faculty Fellow

Funding Support: Institution

International Collaboration: No

International Travel: No

Isaac Burt

Email: iburt@fiu.edu

Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Contribution to the Project: Faculty Fellow; STRIDE and Bystander team member

Funding Support: NSF

International Collaboration: No
International Travel: No

Stephen Charman

Email: charmans@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Contribution to the Project: Lead Co-facilitator for the Bystander Leadership Program

Funding Support: NSF

International Collaboration: No
International Travel: No

Sanaz Farhangi

Email: sfarhang@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 12

Contribution to the Project: Research Assistant Professor

Funding Support: Institution

International Collaboration: No
International Travel: No

Suzanne Hollander

Email: sshollan@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Contribution to the Project: Faculty Fellow

Funding Support: Institution

International Collaboration: No
International Travel: No

Barbara King

Email: bking@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 2

Contribution to the Project: Internal Evaluator

Funding Support: NSF

International Collaboration: No
International Travel: No

Pete Markowitz

Email: markowit@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Contribution to the Project: Bystander Team committee and faculty facilitator

Funding Support: Institution

International Collaboration: No
International Travel: No

Anthony McGoron

Email: mcgorona@fiu.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 1

Contribution to the Project: Equity Advisor

Funding Support: Institution

International Collaboration: No

International Travel: No

Caroline Simpson

Email: simpsonc@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 2

Contribution to the Project: AWED Senior Personnel

Funding Support: Institution and NSF

International Collaboration: No

International Travel: No

Kirsten Wood

Email: woodk@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 2

Contribution to the Project: AWED Associate Director; Lead Co-facilitator of the Bystander Leadership Program

Funding Support: NSF

International Collaboration: No

International Travel: No

Michael Yawney

Email: myawney@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Bystander Team Committee and faculty facilitator

Funding Support: NSF

International Collaboration: No

International Travel: No

Susanne Zwingel

Email: szwingel@fiu.edu

Most Senior Project Role: Faculty

Nearest Person Month Worked: 1

Contribution to the Project: Equity Advisor

Funding Support: Institution

International Collaboration: No

International Travel: No

Brianna Pankey

Email: bpankey@fiu.edu

Most Senior Project Role: Graduate Student (research assistant)

Nearest Person Month Worked: 12

Contribution to the Project: Graduate Research Assistant

Funding Support: NSF

International Collaboration: No

International Travel: No

Joanna Valdes

Email: joavalde@fiu.edu

Most Senior Project Role: Graduate Student (research assistant)

Nearest Person Month Worked: 9

Contribution to the Project: Graduate research assistant

Funding Support: NSF

International Collaboration: No
International Travel: No

Ashley Garcia
Email: asnigarc@fiu.edu
Most Senior Project Role: Other
Nearest Person Month Worked: 12

Contribution to the Project: Account Manager

Funding Support: NSF

International Collaboration: No
International Travel: No

Cintha Silva-Cruz
Email: csilvacr@fiu.edu
Most Senior Project Role: Other
Nearest Person Month Worked: 12

Contribution to the Project: Program Manager

Funding Support: Institution

International Collaboration: No
International Travel: No

What other organizations have been involved as partners?

Name	Type of Partner Organization	Location
University of South Florida	Academic Institution	4202 E Fowler Ave, Tampa, FL 33620

Full details of organizations that have been involved as partners:

University of South Florida

Organization Type: Academic Institution
Organization Location: 4202 E Fowler Ave, Tampa, FL 33620

Partner's Contribution to the Project:
 Other: Member of the ADVANCE Florida Network

More Detail on Partner and Contribution:

Were other collaborators or contacts involved? If so, please provide details.

University of Central Florida dropped out of the Advance Florida Network during the COVID shutdown and is not interested in fulfilling their promised commitment for the last year of the grant. Their activities were self-funded.

Impacts

What is the impact on the development of the principal discipline(s) of the project?

WE believe our Departmental Diversity, Equity and Inclusion plans are making a difference within departments in terms of raising the profile of the importance of inclusive excellence. Some other institutions have requested our listing of goals and metrics. The AWED Theater and Bystander Leadership also is gaining national recognition. Our recent COACHE survey results indicate that faculty, including women and faculty of color, feel supported at FIU in their careers. See Appendix E.

What is the impact on other disciplines?

We have received national recognition from two organizations, the National Institutes of Health and the 2020 Council for Advancement and Support of Education (CASE) Platinum Award in the category of Best Practices in Diversity Programming. See news articles attached below.

What is the impact on the development of human resources?

By providing a high level of faculty satisfaction, we contribute to the retention of women and URM scientists.

What was the impact on teaching and educational experiences?

Nothing to report.

What is the impact on physical resources that form infrastructure?

Nothing to report.

What is the impact on institutional resources that form infrastructure?

Nothing to report.

What is the impact on information resources that form infrastructure?

Nothing to report.

What is the impact on technology transfer?

Nothing to report.

What is the impact on society beyond science and technology?

Nothing to report.

What percentage of the award's budget was spent in a foreign country?

Nothing to report.

Changes/Problems**Changes in approach and reason for change**

Nothing to report.

Actual or Anticipated problems or delays and actions or plans to resolve them

COVID delayed the continuation of our Bystander Leadership Program but it will be resumed in Fall 2021.

Changes that have a significant impact on expenditures

Nothing to report.

Significant changes in use or care of human subjects

Nothing to report.

Significant changes in use or care of vertebrate animals

Nothing to report.

Significant changes in use or care of biohazards

Nothing to report.

Change in primary performance site location

Nothing to report.

Special Requirements**Responses to any special reporting requirements specified in the award terms and conditions, as well as any award specific reporting requirements.**

Nothing to report.

Supporting Files

Filename	Description	Uploaded By	Uploaded On
NIHPrizeGenderDiversityto FIU-AWED.pdf	NIH award \$50,000 prize to FIU ADVANCE for its diversity programming and outcomes.	Suzanna Rose	09/01/2021
2020-DMP lines allocated.pdf	Mentor professor lines allocated to diversify faculty; five mentor professors hired for 2021-2022.	Suzanna Rose	09/02/2021
2020-2021 communications file.pdf	Communications file for 2020-2021 showing all activities	Suzanna Rose	09/02/2021
year 4 FIU-internal -external evaluation.pdf	2020-2021 internal and external evaluations	Suzanna Rose	09/02/2021